



QUARTERLY UPDATE

June 2021 - September 2021

JUNE 2021

DEVELOPING AND DESIGNING

An online portal has been developed for promoting, engaging, and informing the public about the project and upcoming events. This portal continues to be updated with new dates for events and sharing what is being heard at events. The portal can be found here:

<https://engage.calgary.ca/anti-racism>

Helpful background reading and videos have been created to help the public understand the different ways racism and discrimination can happen at the structural and individual level based on research and City of Calgary data.

Creating a measurement plan to assess the impact of the work during the project, and accountability to the actions once the project ends.

JULY 2021

PARTNERSHIP DEVELOPMENT

11 consultations hosted with key community members and leaders around the engagement plan and co-host selection process. This included giving advice and feedback on the design of the events, supports available to the public, engagement strategies, and ensuring each Indigenous and racialized community group was notified and made aware of the project.

Facilitation materials, safety, risk and community care plans are developed to support community organizations when co-hosting engagement events, as well as support for people who attend the events.

The selection of community organizations, groups and leaders to co-host events begin and dates for hosting events are solidified. Recruiting and training of community brokers and note takers who speak more than 13 different languages. Large (up to 100 people) and small (up to 40 people) events are planned to connect with as many people as possible.

Building and embedding an Indigenous strategy that includes a circle of elders and knowledge keepers that will support the project, including providing input around the strategy to approach different urban Indigenous groups.

AUGUST 2021

ENGAGEMENT

Engagement events began, with a focus to broadly engage Indigenous racialized persons and communities across the city, with particular attention to those who are not traditionally consulted/included. To date 171 people have contributed so far and 6 events have been hosted.

As well as being able to attend large and small events, our community brokers are having one-to-one conversations with community members who may find it difficult to attend an event, don't have access to technology to logon to an event, or people who prefer not to speak in larger groups. This approach also helps to connect with people from smaller communities or have different backgrounds and life experiences.

AUGUST - SEPTEMBER 2021

INITIAL FEEDBACK AND THEMES

While there have only been a small number of events so far and it is a little early to identify themes, some key messages that we have heard so far include:

Racism in people's daily lives happens at different times in their neighbourhoods and around the city (public transit, while driving, medical offices, workplaces, language classes, school, issues with their neighbours).

Workplace racist experiences often manifest as microaggressions.

Racism and its compounding links when being a newcomer to Canada, particularly the difficulties with language barriers.

An early action item identified was the need for more information on how to report incidents of racism, how to deal with them, and where to seek support. These suggestions came with doubts that if complaints were made, there would be any mechanisms in place to hold people and/or organizations accountable.